

CM Executive Search Firm RFP
Notes – Buckler

CPS HR Consulting

- Public sector specialist
- Addressed diversity sensitivity and placement of minority candidates
- Recruiter assigned – former city manager
- Includes stakeholder input
- Internet research screen before bringing candidates for consideration
- Quote one background check – cost per is?
- Optional recruitment video – add \$3,500
- No Missouri clients listed

Management Partners

- Public sector specialist – local government only
- Addressed diversity sensitivity and placement of minority candidates
- Includes stakeholder input, community meet and greets, candidate communication plan
- Community listening session and/or community survey available options – add \$4,900
- Support recruiter assigned – former city manager
- Perform preliminary interviews
- Internet research screen before bringing candidates for consideration
- Background checks subcontracted
- Independence, MO CM recruitment in 2016

The Novak Consulting Group

- Primarily public sector work
- Addressed diversity sensitivity and placement of minority candidates
- Develop first year goals for new CM
- Recruiter assigned – former deputy city manager
- Includes stakeholder input
- Prescreening via phone or Skype
- Reference and background checks on top candidate performed before the interviews
- Does not include a placement guarantee
- No Missouri clients listed

Strategic Government Resources (SGR)

- Local government specialty
- Addressed diversity sensitivity and placement of minority candidates
- Online recorded interviews prior to finalist stage, written questionnaire
- Comprehensive media reports at two stages of process
- First year game plan development exercise for finalists - optional
- Includes stakeholder input, community input – variety of activities outlined
- Optional post-hire team building workshop – add \$4,000
- Optional stakeholder survey – add \$1,000
- Advertising includes custom video clip
- Background checks subcontracted
- Recruiter assigned – former city manager
- Springfield, MO CM (?) recruitment 2018, numerous small MO communities
- Recruiter assigned – former city manager

EFL Associates (CBIZ)

- Not public sector specialists
- Cost prohibitive
- Kansas City area clients public sector clients
- Not a detailed proposal

Serpico Talent Solutions (STS)

- Non-responsive proposal

Springsted/Waters

- Public sector specialist
- Addressed diversity sensitivity and placement of minority candidates
- Recruiter assigned – former city manager – located in KC, MO
- Online community survey – optional – add \$2,000
- No Missouri CM placements listed
- Includes stakeholder input
- Candidate essay questionnaire to get to semifinalists
- Online recorded interviews – timed

Slavin Management Consultants

- Public sector specialist
- Addressed diversity sensitivity and placement of minority candidates
- Team assigned would be same team that conducted the 2008 Police Chief process for Columbia
- Includes stakeholder input/opportunity for community input
- Require candidates to provide written information about accomplishments, management style, etc.
- Interview semi-finalists for fit
- Assessment centers and/or psychological testing optional at extra cost
- After hire session with mayor/city council and new CM to establish performance criteria and goals
- Support recruiter assigned – former city manager
- No current MO recruitment listed

GovHR USA

- Public sector specialist
- Addressed diversity sensitivity and placement of minority candidates
- University City most recent MO CM recruitment
- Includes stakeholder input, community input – variety of activities outlined
- Recruiter assigned – former city manager
- Prescreening interviews via Facetime or Skype
- Prescreening internet/social media search
- Recommend two rounds of interviews – 5-6 first round, 2-3 second round
- Facility tours and interviews with senior staff when candidates are on site
- Optional service to collect citizen input
- Optional leadership/personality assessments
- Optional 360 degree evaluation at six months in as new CM